

Message

From: Taylor, Jessica [taylor.jessica@epa.gov]
Sent: 1/28/2021 1:59:49 PM
To: Starfield, Lawrence [Starfield.Lawrence@epa.gov]
Subject: RE: OECA All-hands meetings -- Recap

Wow! Thank you Larry, for your mention of CID – those

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certainly did

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...AND

Ex. 7(E)

From: Starfield, Lawrence <Starfield.Lawrence@epa.gov>

Sent: Wednesday, January 27, 2021 6:56 PM

To: OECA All <OECA_All@epa.gov>

Cc: Regional Counsels and Deputies <Regional_Counsels_and_Deputies@epa.gov>; ECAD Directors and Deputies-Designees <ECAD_Directors_and_Deputies-Designees@epa.gov>; Al-Mudallal, Amer <Al-Mudallal.Amer@epa.gov>; James, Nathaniel <james.nathaniel@epa.gov>

Subject: OECA All-hands meetings -- Recap

OECA Colleagues:

I wanted to share a few highlights from the January 21st and 25th OECA All Hands Meetings for those who were unable to join.

First, I want to again applaud OECA staff's commitment to public service. I have been so impressed by your productivity and resilience during the COVID-19 pandemic. The recent example of

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is an inspiring example of public service within our own ranks.

On transition – President Biden has issued several executive orders that affect our work at EPA, including the following:

- Advancing Racial Equity and Support for Underserved Communities Through the Federal Government
 - Removes restrictions on conversations about unconscious bias and diversity.
- Revocation of Certain Executive Orders Concerning Federal Regulation
 - Eliminates additional requirements on our guidance documents and allows us to remove certain procedural hurdles in enforcement.
- Protecting the Federal Workforce and Requiring Masks in Federal buildings
 - Does not change our current operations – including maximum telework – but does impose a general 25% occupancy limit for federal buildings. We anticipate more details on this, including mask wearing, in the coming days.
- Executive Order on Protecting the Federal Workforce
 - Revoked the new Schedule F excepted service category for certain positions that are normally civil service positions.
- Protecting Public Health and the Environment and Restoring Science to Tackle the Climate Crisis
 - Reaffirms the commitment to “hold polluters accountable” and to “prioritize environmental justice.”

You can check the [White House website](#) for information on new Executive Orders as they become available.

These EOs and other statements have been very supportive of the Agency and staff, and we see a number of friendly faces in the new Administration, including former OAR AA Janet McCabe, who has been nominated for the position of Deputy Administrator. But as I told you 4 years ago, it takes time to build trust with any new team – they need to get to know us. I am confident that we will quickly earn their trust by continuing to perform high quality work, and by telling them in advance about our work. I need your help to ensure that there are no surprises.

There are several priority messages that I am sharing as we transition into this new Administration. First, I want to bring an increased focus on Environmental Justice in our work. We should look for opportunities to flag and move cases in EJ communities, build on the victims' right program, restore SEPs to our toolbox, and increase our review of compliance in the most overburdened communities. Second, we need to tee up decisions to meet deadlines coming up in the near term, and continue to maintain progress on all the good work that we are doing – I do not anticipate a slowdown in obtaining approvals for our case settlements. Third, I want to express our strong commitment to enforcement, compliance, and cleanup. My hope is that in the next few years, we will be able to generate even stronger results, especially when we remove some policy impediments to our work. And we will look to new investment areas such as addressing climate change.

Finally, I want to talk to the new team about OECA leadership's commitment to equity, justice, and respect. On that topic, we look forward to your feedback on the draft OECA *Equity, Diversity, and Inclusion Plan* that was circulated earlier this month.

We also had a number of Q's & A's during the All Hands Meeting – here are a few:

- Office space consolidation? -- we expect an update later this week.
- Hiring? – we are continuing to hire (up to our budget and FTE ceilings).
- EPA on Parler? -- We understand that OPA is looking at how to remove Administrator Wheeler's account from Parler.
- Referrals? I plan to sunset the Early Notice on Referrals Interim Policy, but do want to be copied on referrals to maintain awareness.
- Equipment to help during telework? – If you have any hardware needs during telework, please raise them to your supervisor or IT liaison.

I hope this quick summary is helpful. I will endeavor to keep you informed as I learn new information. I also want to hear from you. Please send us any feedback or questions via email, or through [OECA's anonymous suggestion box](#).

Thank you.

Larry